

SCOTT RANDOLPH R
JR.

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BOY SCOUTS OF AMERICA

DATE June 27, 1980FULL NAME Randolph R. Scott, Jr.

(No initials if you can possibly get full name)

ADDRESS 8415 Baumgarten DriveCITY Dallas STATE Texas ZIP CODE 75228DATE OF BIRTH 4/17/44 (This is important and should be exact)APPROXIMATE AGE 40 (To be used ONLY when date of birth is not known)RELIGION Protestant NATIONALITY United States CitizenOCCUPATION Now employed by Diamond ShamrockEDUCATION BA-History, West Virginia Wesleyan. Graduated 1966. 36 hours toward Masters.WEIGHT 155 HEIGHT 5'9" RACE BlackCOLOR OF HAIR Black COLOR OF EYES Brown

OUTSTANDING CHARACTERISTICS OR INTERESTS _____

MARRIED OR SINGLE Married CHILDREN 2 Patrice-25, Diane-17
(Number, ages, and names, if possible)WIFE'S NAME BettySCOUTING CONNECTIONS:

<u>UNIT #</u>	<u>CITY</u>	<u>STATE</u>	<u>OFFICE</u>	<u>DATE REGISTERED</u>	<u>DATE RESIGNED</u>
			Associate Director-Professional Training Division		6/15/80

SPECIAL RECOGNITION _____SUSPENDED OR DENIED REGISTRATION FOR FOLLOWING REASONS:

Unacceptable conduct in the course of employment.

SPECIFY THE FACTS WHICH LEAD YOU TO RECOMMEND DENIAL OF REGISTRATION
AND LIST ATTACH SUPPORTING DOCUMENTS (STATE ONLY KNOWN FACTS, NOT RUMOR, CONJECTURE
OR SPECULATION):Attached: Letter from BSA legal counsel
Statement by [REDACTED]

JAN 20 1981

JOSEPH L. ANCE

Signed

Council National - Personnel

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National Office
BOY SCOUTS OF AMERICA

1325 Walnut Hill Lane, Irving, Texas 75038-3096
Telephone: 214-580-2000

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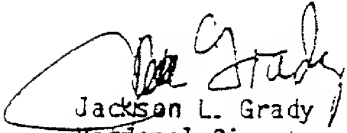
MEMO TO THE FILE:

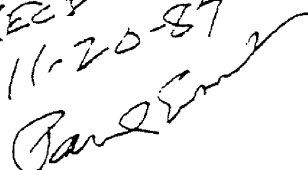
RE: RANDOLPH R. SCOTT, JR.

Randy Scott was Associate Director, National Executive Institute, Professional Development Division.

In 1980 while attending a conference on the west coast, it was reported that he entered the room of a youth member and made improper advances.

When later confronted, Mr. Scott resigned his position and left the Boy Scouts of America. The date of resignation was June 15, 1980 and he has had no further involvement in Scouting.


Jackson L. Grady
National Director of Personnel
cyc

REC'D
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Mr. James L. Tarr
Chief Scout Executive
Boy Scouts of America

Dear Sir:

I wish to advise effective June 15, 198
I resign my commission and position
as Associate National Director, Professional
Training Division, Boy Scouts of America.
The reasons for my resignation are personal
and known to Mr. Sam Facker, National
Director Personal and Mr. Bartley B. Mauer
National Director-Professional Training
Division.

I have appreciated the opportunity
of service with the Boy Scouts of America
and trust that in some way it may have
contributed to the purposes of the Movement.

Yours truly,
Randolph R. Scott

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Bart:

- ① Attached is my letter of resignation which needs typing for my signature
- ② I am reached at home regarding the specific procedures regarding my termination.
- ③ I will be in on Saturday morning to clear out my office.

Randy

KEYWELL AND ROSENFELD

ATTORNEYS AT LAW

SUITE 309

3221 WEST BIG BEAVER ROAD

TROY, MICHIGAN 48064

FREDERIC I. KEYWELL
ROBERT S. ROSENFELD
GARY A. TABACK
GARY A. GOLDBERG
RICHARD L. WAY
ALLEN D. KANTOR
DAWN L. PHILLIPS
STEPHEN E. HANDELMAN
STEVEN A. BLASKE
GARY W. KLOTZ
DONALD W. McVAY
JACK J. MAZZARA
RANDALL R. HALL
JULIA A. CARONO

AREA CODE 313
849-3200

March 7, 1980

Mr. W. Sam Farler
National Director of Personnel
Boy Scouts of America
P.O. Box 61030
Dallas/Ft. Worth Airport, Texas 75261

PERSONAL AND CONFIDENTIAL

Re: Randy Scott

Dear Sam:

Enclosed is a transcript of my notes taken during the two hour interview of [REDACTED] conducted by Curt Wessner and me in the Red Carpet Room at Los Angeles between the hours of 12:30 p.m. and 2:30 p.m., Pacific Daylight Savings Time, on Monday, April 28, 1980.

Following that interview, Curt and I had a telephone conversation with John Claerhout. John related that he had been advised after a commitment had been made to employ Scott but before Scott had, in fact, left the Air Force. In that circumstance, another Air Force liason officer to the Boy Scouts of America indicated to Claerhout that on one evening when Scott had been "smashed" he had gone back to the motel room with the other officer and had crawled into bed with him. The other officer vaguely recalled that Scott had acted as though he were making love to him. He took no action within the Air Force. Neither did the Boy Scouts of America withdraw its commitment to employ Scott on account of that report.

You will note the extraordinary similarity between that report and the incidents described by [REDACTED] as having occurred during July of 1979 at the Western Regional Training Conference in Monterrey, California.

In my considered opinion a major policy decision must be made by the Boy Scouts of America regarding the implementation of the 1978 standards regarding homosexuality within the professional ranks. I see three broad areas of possibility: firstly,

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accepting the resignation or alternatively terminating a person credibly found to have engaged in homosexual activity with other professionals or with participants, both adult and youth, in the movement; secondly, to withhold personnel action pending a psychiatric evaluation and acceptable course of psychiatric treatment; and, thirdly, to take no action.

In my view, as I have expressed to Curt, the third alternative is not viable given the Boy Scout position on homosexuality as well as the broad knowledge of the allegations made by [REDACTED] within the Los Angeles Council. I look forward to discussing the first two alternatives with you today.

Finally, it was my observation that [REDACTED] was sincere and credible. His recollection of the facts was quite complete. Top management in the Los Angeles Council indicated they had no reasons to believe that [REDACTED] was less than honest with us.

Very truly yours,

KEYWELL AND ROSENFELD



Robert S. Rosenfeld

RSR:skm

Enclosure

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[REDACTED]

TRANSCRIPT OF STATEMENT GIVEN BY
LOS ANGELES, CALIFORNIA
ON APRIL 28, 1980

I first met Randy Scott at the National Educational Institute. I attended the very last NEI held at Shiff. This was in June or July of 1979. Randy was an instructor there. He introduced speakers, met with groups of students and held one personal conference with each student, usually at a meal in the main dining room. He was not my class advisor. A man named Agnew was my cottage advisor. I had my one-on-one meeting with Scott at lunch. We discussed philosophy, our hobbies. In other words, we got acquainted with each other. During the course of that conversation and throughout my experience at NEI I had no idea of any part of a problem concerning my relationship with Scott. This was my conclusion even though I had told Randy and he seemed interested that I had been a ballet and jazz dancer. At the time I had no concerns because of this. Neither were there any concerns expressed to me by my classmates at NEI. The students in general liked Randy and found him to be charismatic and straight-forward.

After NEI, I had conversations with two other professionals. They did not like Randy. They felt he was on a very fast track and was interested only in getting things done quickly. However, in those discussions the subject of sexual preferencẽ did not arise.

The Western Regional Training Conference was held in Monterrey, California the week after I returned from NEI. There were hundreds of professionals in attendance. The format of the conference was lectures followed by classroom activities. Randy had no role in teaching at the conference. I understood he was there to audit it as a part of the NEI staff. I first saw him at the conference sitting in the lounge of the main lobby of the Convention Center motel called Double Tree Inn. He was having a drink with a couple of other Scouters who were about my age. One was an NEI classmate of mine. I was passing through the lobby with luggage and said hello to him. This was at about 4:30 or 5:00 on the afternoon I checked in. =

I next saw him the same evening at the banquet. He was with a group of Scouters. Generally, they were younger than he was. Other NEI staffers were also at the conference in a teaching capacity. These included Bob Unch from Cub Scouting, and Hank Biggers from Scouting.

On my way to the banquet and outside the banquet hall I approached Randy and the group he was with. I was with another guy from the Los Angeles staff who was my Monterrey roommate. We

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went to dinner together. When I saw Randy and his group I said hello. We shook hands and in the course of conversation I accepted Randy's invitation that we get together later. He had invited us to join him for a drink. As it happened, I went out with other members of the Los Angeles staff after the banquet and did not see Randy again that evening.

The next day I was in class all day until about 4:00. That evening I saw Randy at about 11:30 at night. I had gone to the top of the motel lounge and saw him with other professionals closer to his age. When we came into the lounge to see what it looked like, he saw me and called out my name. I went over and saw him. I had been with my father, [REDACTED], of the Los Angeles staff, Tony Means of the Los Angeles staff, Pat McCarthy of the Los Angeles staff, and Art Stevens, then of the Los Angeles staff but since terminated, and the man who was my roommate. There had generally been a lot of drinking by Pat, Tony and Art during the evening. My father does not drink since he recovered from alcoholism thirteen years ago. As a matter of preference I drink only wine and not much of that.

Art and I went over to the table where Randy was, introduced ourselves to the group and then left. Nothing significant happened in that encounter. My father knows of Randy although they never worked together professionally. I knew, through my father, that Randy had never worked as a District Executive but was employed into the exploring program.

The next day which was the second full day of the conference, I did not see Randy until the evening. After dinner I spent some time calling my girlfriend Karen who was in northern California. I did not join my colleagues in going out to dinner. I like to run and may have skipped dinner and run instead. At about 11:00 in the evening I was in my room when Art Stevens, Randy, Vito Cisnerros from the Orange County Council staff and Greg Reisser from the LA Council staff came into the room. It was obvious to me from the way they were staggering, laughing, and keeping me up that they had had too much to drink. I thought they were drunk. In fact, Vito passed out on the end of my bed. I got him off the bed and into one of the sitting chairs in the room. He passed out. In fact, all four stayed the night in the room. Vito slept in the lounge chair.

Art Stevens is an attractive young black man. Pat, Tony and Eddie had discussed with me whether or not Art was gay. We were curious because at a lot of social functions where a guy could bring a date, social or sporting events, he never appeared with one and never let me fix him up.

That night everyone got undressed to their undershorts and Randy got into Art's bed with him under the covers. Greg was sleeping on the floor. The room contained two sitting chairs and two double beds. I personally observed Randy getting into bed under the covers with Art. I observed him crawl over Art. This happened within minutes after their getting into bed. Although the lights were off, there was enough light in the room from outside because we kept the curtains open so we could get the sea breeze in through the doorwall. I could see what was happening in the room.

I had assumed that Art was either gay or a bi-sexual. When I saw what was happening I also heard Art say: "Come on Randy, don't" but Randy stayed in his bed. I turned my back to them. I heard no movement from their bed and no noises. I was very uncomfortable. I also observed that both Vito and Greg were passed out and sound asleep.

I awoke at about 6:30 the next morning in order to make the 7:30 breakfast. When I awoke Randy and Vito were gone from the room. Greg was still sleeping on the floor and Art was sleeping in his bed. I had no conversation about this with Art because he was still in bed when I left. I attended classes and lectures that day but Art skipped classes. I saw him at lunch. We discussed a run I was planning but nothing else. I did not see Randy through the lunch time.

After lunch I had a conversation with Greg. We set up a ten kilometer run for conference attendees. I observed that Greg had also missed classes that morning.

At about 4:00 that afternoon Art, Greg and I ran ten kilometers. While we were running we discussed using athletic events as a source of fund raising within the movement. We were back at the motel by 5:00. There were no planned events at the conference that evening.

Art and I were alone in our room getting ready to go out. We engaged in no conversation about the prior evening. Art has never made any sexual approaches to me, although we have been good friends. That evening Art went out with his friends. I had planned to go out with three LA guys who were rooming together at the convention, Pat McCarthy, Tony Means, and Eddie Austin. I went to their room to get them. We left and going down in the elevator encountered Randy. We asked if he would like to join us and he accepted our invitation. Hence, the five of us, Pat, Tony, Eddie, Randy and I went out for the evening.

We went to dinner at one of the places on the Wharf. I had only \$5.00 with me and so I ordered only a salad and half a carafe

of wine. The others had a full dinner. Tony, Pat and Eddie each had a couple of bourbon highballs. Randy had a full bottle of red wine from a local vineyard. During dinner we made plans to go back to the same disco that I had been at the first night in Monterrey. We finished dinner at about 8:30. Randy offered to buy me wine but I declined. I declined because I like to repay a drink and without enough money to buy him one I did not accept one from him. During dinner nothing happened to cause me to feel at all uncomfortable.

After dinner, at about 8:30, we went to the disco. Because I was wearing jeans we were not allowed in. The whole group then went downstairs to a lounge. There were couches and soft chairs and entertainment consisted of a singer-guitar player. Pat got me a drink of white wine. I nursed that one glass through the evening. The others started drinking pretty heavily. They drank continuously for about three hours. It seemed to me they were buying a new round of drinks every 15 minutes or so.

Tony is also a black man. He is quite militant. During the course of the evening, a stranger came into the lounge and made a racial slur. Tony was ready to knock the guy down. Pat cooled Tony down and the bartender ejected the stranger. I observed that Tony must have been quite drunk in order to be ready to engage in a physical confrontation. Compared to my observations of their state of drunkenness the night before, I concluded that Randy was drunk. I thought the guys were more drunk than the night before. As for Randy, he was not his usual quick-witted self. At the lounge there were no physical contacts made by Randy towards me. On the other hand, the group was not inclined to physical demonstrativeness and no one, for example, had their arms around the others shoulders.

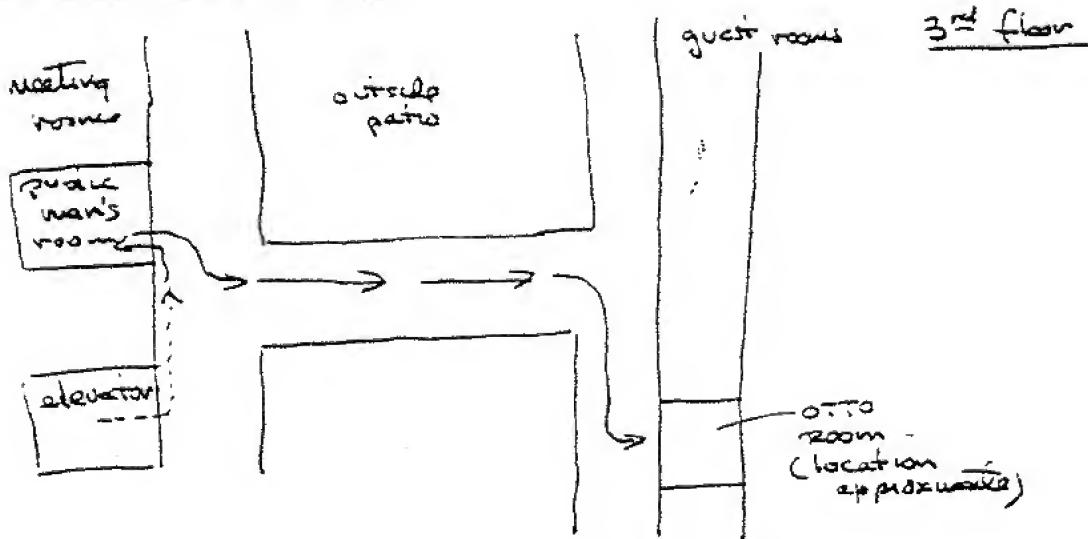
The lounge was about two hundred yards from our motel. We left the lounge as a group at about 11:30. We walked into the main lobby and went directly to the elevator. Pat, Eddie and Tony and Randy were in rooms on floors higher than my floor. I was on the third floor. As far as I knew, Randy had no roommates. This had been discussed during the evening. The five of us got into the elevator. I pressed the three button and when the elevator stopped and the door opened I stepped out at three and said good night to the others. Randy said: "I'll walk you to your room." He had his hand on the back of my neck at this time.

A bit of background. I have been around gays quite a bit in the dance world. I would say that about 98% of the male dancers were gay. I am not gay. Because of this I have had a lot of experience of approaches by gays to me. I have learned how to reject those advances. For example, at rehearsal parties gays are dancing with each other. Frequently I would observe gays touching

each other. Approaches to me sometimes consisted of a guy putting his hands on my leg. I learned that a firm verbal declination of the approach was enough and the guy would back off.

When I left the elevator I hoped there would be no confrontation with Randy and that he would go away. In an effort to avoid a confrontation at my room, I went into the public restroom on the floor. There was a restroom on the floor because there were public meeting rooms on the floor. He followed me into the restroom. After I relieved myself, Randy said to me: "Everyone accepts this." I responded by saying: "Accepts what?" He then stated: "It's just accepted within the profession."

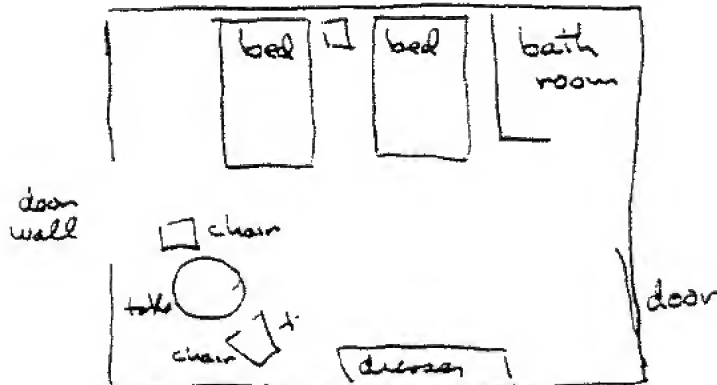
Nothing explicit about homosexuality was expressed. I was very nervous. Immediately after this short conversation he threw his hands down as if out of despair. He approached me. I was washing my hands. As I turned from the faucet, I saw him walking towards me with both arms extended towards me as if to embrace me in both his arms and face to face. I said: "No" and pushed him with both hands on his chest. It was not a hard shove but enough to move him back from me. I then left the restroom and walked through the outdoor area towards my room. A schematic diagram of the third floor is below.



I observed that he was following me out of the restroom. I walked directly to my room. When I got to my door, I got my keys out of my right side jacket pocket. I was holding my room key in my hand to open the door. He had caught up with me by then and was standing to my left rear. I turned towards him. Again he attempted to embrace me. He moved as though to put an arm around

my shoulder and rest his head on my left shoulder. In fact, he did put his arm around my shoulder but he never got his head on my shoulder. Again, I said: "No, Randy". He made no response. I opened the door and went into my room. I turned on the entry hall light and saw that Art was in bed. Randy said: "Can I come in? I've had too much to drink." I responded by saying something like: "Okay".

A diagram of my room is below.



I went into the bathroom and washed my face and brushed my teeth. When I came out of the bathroom I saw that Randy was undressed down to his brief undershorts. He was sitting in the chair marked X in the diagram above. His clothes were strewn on the floor in front of the dresser. I would note here that the night before, Vito was also sleeping in the chair that Randy was sitting in and that Greg has slept on the floor in front of the table and chairs.

When I observed Randy in the chair I hoped he would stay there. I hung my jacket in the closet and completed to my undershorts. I put my clothes at the base of the dresser because Randy was sitting next to my suitcase which was next to the chair he was in and I did not want to get close to him.

I got into my bed. Randy came over to my bed. I had gotten into the side of my bed away from Art's bed. I was lying on my back. I heard the sound of seals outside and therefore knew the doorwall was open.

Within several seconds after getting into bed I observed Randy walk to my bed on the side near Art's bed. I saw him begin to lift the sheet and throw cover on that side as if to crawl into bed with me. The bed had no blanket on it. Randy sat down on the bottom sheet in the area from which he had pulled back the top sheet and throw cover. I didn't know whether Art was asleep, but I saw Art turn around at that time so that his back was to my bed. All this took place at about 11:35. The entire incident did not last more than 5 or 10 minutes. He was sitting facing the foot of my bed. He reached towards me with his left hand. I did not see his hand coming but heard him say, in a way similar to a plea, [REDACTED] as if asking for my approval. Immediately after hearing that I felt his hand on my genitals. As he touched me I said in a very loud way "No!". At that point Art responded by saying something like "What's going on?" My statement was made in a manner louder than a conversational tone but not as loud as shouting. At the same time I made the statement I sat up. As I sat up he removed his hand and turned so that his back was to me. I laid down turning my back to him and curled into a fetal position.

Almost immediately thereafter I felt the bed move as he got up. I turned and saw him moving to the side of Art's bed that was near the doorwall and away from my bed. I rolled on to my back with my face facing Art's bed. Randy immediately crawled under the covers with Art. I saw him put his arm around Art. Art lay facing me with Randy behind him. They lay still for about 5 minutes in that manner while I was lying awake on my back. I then observed, as I had the night before, Randy crawl on top of Art. I saw the sheets rise when this happened. I then heard Art say: "No Randy, not tonight." Randy then got off Art and lay down for a moment then sat up about half way from the head to toe of the bed, on the edge of the bed looking at the window with his head on his fists and his elbows on his knees. It seemed a long time but I guess he sat there for about 10 minutes. Art appeared to be sleeping facing me while I was lying there watching Randy. After the period he sat there, Randy got up, put his trousers on, picked up his shirt and shoes and left. He wasn't wearing a jacket. He had on a heavyweight sport shirt. I lay there and spent a restless night. I did not get up and doublelock my door after he left.

I thought about the matter and the fact that at BSA meetings with my father he often had his arm over my shoulder or his hand on my knee in an affectionate paternal way. I wondered what people thought who didn't know [REDACTED] was my father. I know Randy would have seen this happen many times.

The next morning I got up before Art did at about 7:00. I went to breakfast. I saw Pat McCarthy in the breakfast buffet

line. I told Pat what happened. Pat knows that I'm talking with both of you today. Pat said something like: "This reconfirms what I thought". I also told Pat about the previous night's incident. I admitted to Pat that this had happened before to me. I discussed my concern about what it was I did to cause these overtures to me.

Tony then came down to breakfast and saw us in line and attempted to join us in the buffet line. He jokingly said something about me being a "gay so-and-so" because I wouldn't let him in the line. This was the first time he ever joked with me about the subject of homosexuality. Pat told Tony that he had extremely "bad timing". Pat and I then retold the story to Tony with Pat doing most of the talking. They asked me why I hadn't beat Randy up. I gave no answer to that question. We discussed both incidents between Randy and Art. They both felt that this confirmed their suspicions because they'd seen Randy and Art together during business days at the meeting. I believe that Art did not care too much about Scouting. He was fired by the Council during the fall on account of lack of interest, prevarications and other reasons.

After breakfast I went to a business meeting with my father [REDACTED]. He put his hand on my neck. I cringed and he removed his hand. That afternoon at about 2:00 I saw Art in our room after lunch. He was sitting on his bed watching television. I was getting ready for the running race the next morning. We discussed the preparations for the race. I then asked Art: "What about you and Randy, what happened?" Art responded: "Nothing, he's tried to do this before." In effect, I understood Art to say that he denied anything had happened. I responded: "This really surprised and bothered me." I was attempting to see why Art appeared not to be bothered but he made no response. I left the room.

Several days later I told my father about what had happened. I told him the reasons I felt I lost a source of comfort to me because I no longer felt comfortable when I was touched by my father. [REDACTED] response was one of anger. I said I intended to go to John Claerhout about this. I did about four weeks after the meeting. I wanted to say something. I told John about the incident and he in turn told me that before being hired by the Boy Scouts another liason officer in the Air Force had confronted John about an alleged homosexual experience involving Randy. I knew that after Randy was hired by the Boy Scouts he married a woman who had had a child at the time.

My Director of Field Service, Ted Hanley, encouraged me to write a letter about these incidents. I have no special relationship with Hanley although his son at one time did date my

sister. I know that Hanley knew Randy before. When I told him about what had happened, his response was: "I'm not surprised."

The conversations with Ted and John took place in early September of 1979. I wrote the letter which resulted in this conversation on January 10, 1980. I had resigned from the movement in October, 1979 largely on the basis of a personality clash with Larry Gluck, my District Executive. The reason for my resignation was unrelated to the incidents involving Randy. Aside from the incidents I have described involving Randy at both NEI and the Monterrey conference, I have had no other relationship with him at any time.

The last time I saw Randy was as I was leaving the Monterrey conference carrying luggage to our bus together with Pat. Pat saw him in the main lobby and nudged me. I looked at him and as soon as he saw me looking at him, Randy quickly broke eye contact with me.

In response to questions, [REDACTED] gave the following responses with respect to his personal background.

I attended college at Southwest Missouri State from 1971 to 1977. I was never in the military service and have never been arrested for anything. I was registered in the selective service system in Springfield, Missouri.

Between 1977 and 1979, subsequent to my graduation, I taught in the Waynesville Junior High School in Waynesville, Missouri. This was a part of the Waynesville Public School system. At about January of 1979 John Claerhout called me and offered me a job on his staff. I had a years contract with the Waynesville School System, but arranged for another teacher to assume my obligations under the contract for the second semester. I left Missouri and moved to Los Angeles and joined the Los Angeles Council staff.

Since my resignation I have taught science at the high school level at the Pater Noster High School here in Los Angeles. In addition to this job I have a part time job from 3:00 to 11:00 in the afternoon, four or five days a week, as a desk clerk in a hotel in downtown Los Angeles. My reason for holding this second job is to earn extra money to pay off a car I bought and in anticipation of my marriage on August 16, 1980. I have never been married before nor has my fiancé. I have been living with her since January of 1980 here in Los Angeles. We became engaged in December of 1979.

I wrote the letter of January 10, 1980 because I wanted someone in the hierarchy of the Boy Scouts of America to know that

Randy is gay. I was not interested in getting back at him. I was very upset at his statement that "It was accepted". I have no understanding of the official BSA attitude on this subject although I assume it isn't allowed. At this point, Rosenfeld showed me the 1978 official Boy Scout of America policy on this subject.

At my NEI class a group of guys from the San Francisco area council said that several within their staff were openly homosexual without interfering with their job in the youth movement.

In answer to the question of Mr. Rosenfeld of whether or not I am willing to be openly identified if the BSA decides to confront Randy about my allegations, my answer is yes.

5-8-80

Statement Read to Randolph Scott

Randy, we are here this morning to advise you of a ~~very~~ most serious matter. Allegations have been made that on the basis of our review appear credible, that you have engaged in unacceptable conduct in the course of your employment. Please bear with me, when I am through we ~~would~~ will listen to any response you care to make.

These allegations involve matters that we consider sensitive. We view their publication beyond those who need to know as contrary to the interests of both the movement and you. Our interest is in enforcing our standards of conduct, and not to violate your rights or your privacy. ~~I am aware that~~ within the National Council, and because of our handling of this, ^{WITHIN} those of us in the room, myself, Bart, Curt and Bob, and the Chief and Jack ^{room} ~~fully~~, are aware of ^{THESE FACTS} ~~the matter~~, all of us know because it is our responsibility to administer ~~our~~ personnel policies. We assure you that the National Council will not publicize this matter beyond this very limited group.

The allegations that we find credible are, in summary, as follows:

At the Western Region all-hands conference in Monterey, California, last summer, at which you were present as the representative of NEI, ^{Professional Training Service} you spent one evening drinking with a group of younger professionals. You then returned with them to a room at the motel of one of them, all of you undressed to your underclothes. Two of them passed out. You got into bed with the

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third, in the presence of his roommate who had not been with you that night.

The next night that roommate and others saw you in the elevator and invited you to join them for dinner, which you did. After dinner you and most of them engaged in heavy drinking in a lounge. At about 11:30 you all returned to the hotel. Though you had a single room on a higher floor you got out on the third floor with one of them. In the public mens' room you ^{made} what appeared to him to be a homosexual advance telling him "It is accepted in the movement." He rejected your advance. You then followed him to his room. Presumably you had had too much to drink you asked for ^{consent} to come into the room which he agreed to.

In the room he went into the bathroom while you undressed to your underclothes. You sat on the edge of his bed and made an explicit physical sexual advance which he rejected. You then got up and climbed into the bed of his roommate, ^{with} whom you had been in bed with the night before.

Our policy on homosexuality is clear. We will not knowingly retain in employment a ^{professional} person with this sexual orientation. Further, allowing yourself to be in that room on two nights under these ^{those} conditions is unacceptable. You had your own room. Why you behaved as you did is not our concern.

Your conduct cannot be ignored or tolerated. It has made your continued service ~~to the firm~~ as a professional impossible.

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Two alternatives are available to you:

You may resign for your own reasons effective June 15, 1980 receiving pay for the time plus any earned but not taken vacation pay
or,

Your employment will be terminated by us effective June 15, 1980.

We hope you elect to resign. In that case we would respond to any inquiries about you limiting our response to a statement of your extremely competent handling of your professional job duties. On the other hand, if it is necessary for us to terminate your employment, our response would include a statement of the reasons for our action, euphemistically "personal problems".

Phrased in terms "Personal Problems"

We want to conclude this as soon as possible.

We require your decision, resignation or termination, by the close of business tomorrow
CLOSE

Thank you for bearing with us through this. Now we will listen to any comments you would like to make. Randy "no comment".

Present for reading to Randy Scott:

Bob Rosenfeld - Labor Attorney
Bart Nourse - Dir. Professional Training
Curt Wesner, Dir. Employee Relations
Sam Farler, Natl. Dir. of Personnel.